

The Boarstale . . .Online

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Commanders' Column:

Colonel Jimmy Davis

Dir. of Personnel Resource Management



Diversity...That Which Makes Us Great

Diversity can be traced back to the roots of our Nation and the motto for the seal of the United States – “E Pluribus Unum” or “Out of Many, One.” This simple, yet profound statement clearly illustrates the concept of

diversity that made the United States the most powerful nations on earth.

Just what is Diversity? Diversity is a broad concept that refers to demographic variables including, but not limited to race, religion, color, gender, national origin, disability, age, education, geographic origin, language, and skills.

And what it isn't . . . Diversity is not just equal opportunity or affirmative action, it is embracing the strengths, values and contributions of all groups, including those identified under equal opportunity programs. The emphasis in diversity is not on legalities, but rather on getting diverse groups of people united as a team to achieve the mission.

Why emphasize diversity awareness? The “monochrome” nature of the traditional workplace is inextricably transforming into a rich mosaic of people with a broad range of age groups, backgrounds, skills, experiences, needs and expectations. It is this continual march toward true diversity and equality that has been given this country its unique flavor, richness, strength, resilience and prosperity. Therefore, since one cannot deny the strengths of diversity, it is imperative that we, as individuals and groups, strive to take the time to communicate with, learn from and understand each other.

Negatives? Positives? Without communication and awareness, diversity can threaten harmony, cooperation, and productivity. However, through openness and understanding, diversity will increase productive, creativity, collaborative problem solving, and synergy through the sharing of diverse background and

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Weekend Schedule

Saturday

0645 Formation

0700 Combined Staff Meeting (Officers & Enlisted) Auditorium

1100 Lunch

1530 Formation

Sunday

0645 Formation

0700 Chapel Service

0800 Promotion Boards Convene

1100 Lunch

1300 Commanders Call

1530 Formation



ANG News from the Field:

Schmidt Makes GA ANG History

Georgia Air National Guardsman Lois Schmidt made history by being promoted to the rank of Colonel in the Georgia National Guard. Schmidt becomes the first female in the Georgia Air National Guard history to attain this rank. Currently, she is the highest-ranking female officer in the Georgia National Guard.

“The promotion of Colonel Schmidt is an important milestone in the history of the Georgia National Guard as well as a significant personal honor for Col. Schmidt,” said Major General David B. Poythress, Georgia’s Adjutant General. “This promotion not only acknowledges the personal and professional achievements of Col. Schmidt but also underscores the Guard’s continuing commitment to promoting the best qualified individual for senior leadership positions in the Guard,” continued Poythress.

CRTC Hosts DOD Executive Leadership Development Program

Georgia’s CRTC was played host to the Department of Defense Executive Leadership Development Program (ELDP) for one day in early April. A Secretary of Defense initiative designed

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experiences. How can we help? Remember that we are all diverse in our personalities, our internal being, our external being and organizationally. To promote and support the concept of diversity, we must:

1. **Be aware of our own diversity, background and socialization; and,**
2. **Be aware and open to the diversity of those we work with.**

Taking these two simple concepts into consideration will help your understanding, communication, productivity, teamwork and mission accomplishment.

Happy Birthday

MSgt Jo Dell Browder 14 May

MSgt Perri Hays 21 May

HUMAN RELATIONS TEAM MEETS TO DISCUSS DIVERSITY

Georgia's DoD Human Relations Team (HRT) met on 29-30 April at the 202nd EIS to discuss diversity and other human relations issues facing the Georgia Department of Defense. The HRT is chartered by The Adjutant General and chaired by the HRO for the purpose of improving the human relations and equal opportunity climate of the GA DoD. HRT membership consists of a diverse group of excepted and competitive technicians, AGR's, state employees, and traditional Guard members who meet quarterly to formulate strategic plans and discuss human relations issues. SGT Jean Johns of HD STARC is the newest member of the HRT.

A series of panel discussions concluded the meeting. Topics included current diversity training initiatives presented by CMSgt Freeman, CMSgt Fluellen and SMSgt Shipman; a discussion of workplace violence initiatives by Capt Penno and Tim Loveless; Wing and MATES climate assessments from Maj Napier, and the soon to be released statewide diversity strategic plan presented by CMSgt Morgan and SSG Mojica-Prado. A short briefing and film on ARNG recruiting initiatives and the GA ARNG LRSU was presented by Maj Dennis Brown, GA ARNG Recruiting.

Concluding the two day meeting, HRT membership agreed that efforts to educate supervisors and

Chaplain's Corner

by Clint Smith

INTEGRITY PLEASES GOD

In its strictest form, integrity is defined as wholeness and completeness. Integrity comes from the word integrate – bring together, to make whole. Our lives become complete when good values shape our daily walk.

Integrity is not inherited. It does not come about by accident. We make a conscious decision to live by a strong foundation of values or fall into a lifestyle of dishonesty and self-centeredness.

Since we are made in the likeness of God, we are expected to display integrity in all our relationships with other people. Integrity pleases God.

We have a deep-rooted sense of satisfaction when we do what is right and a nagging unrest in the pit of our stomach when we fall short. As the struggles and obstacles of life stand in our way, decisions are made that shape our reputation, personality, and most importantly, our witness.

A strong relationship with God provides the anchor that we need in a turbulent world. We have more confidence and less fear. The guidance that we receive through faith and prayer shapes our **values** and determines our level of integrity.

Read Proverb 28:6

CHAPEL SERVICE: Sunday, 21 May, at 0700 hours in the base chapel.

Staff Assistance Visits

The following is the schedule for HQ Staff Assistance Visits for 2000:

8 June 1300	CRTC
21 May	117ACS
24 June	224JCSS
25 June	165 ASOS

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for senior executives in the DOD to discuss topics of executive succession planning and targeted to develop highly motivated employees who have demonstrated outstanding ability, commitment and a desire to advance in leadership and executive ranks.

It is the only civilian joint education and development program in the Department of Defense, and underscores the congressional intent of the Goldwater-Nichols Reorganization Act of 1986.

3rd Annual Turkey Shoot Scheduled

The 3rd Annual "Turkey Shoot" hosted by the Georgia Air National Guard and the Military Affairs Coordinating Committee will take place on May 25 at the Townsend Range. The competition challenges the precision bombing skills of some of the nation's top combat pilots from the Air Force, Navy, Marines and Air National Guard. Fighter pilots from Georgia, Florida, North and South Carolina use the "Turkey Shoot" to fine tune their skills in bombing and strafing at the sophisticated National Guard operated training center in Townsend, GA.

HQ Website Established

A Headquarters GA ANG website has now been established and is available on the worldwide web. The new website contains ANG news, information and recent news releases, unit biographies, past copies of the BOARSTALE, photos, recruiting information and important links to other AF and ANG publications. The HQ ANG Website can be accessed through the Internet at www.dod.state.ga.us. This will bring you to the GA DOD webpage that is also filled with news and information about the GA DoD. Click on **Air Guard** and scroll down to the **HQ GA ANG** link. The HQ GA ANG website is updated regularly and additional topics of interest will be added in the future. I welcome your comments about this newly established means of communications for all personnel of HQ GA ANG.

Lt Col Ken Baldowski

2000 UTA Schedule:

20-21 May	16-17 September
24-25 June	21-22 October
15-16 July	18-19 November
19-20 August	9-10 December



530th Band Maintains Active Spring Calendar

SMSGT Dick Prange

The 530th Air Force Band calendar has been filled with performance commitments beginning early in 2000 with the retirement of Gen. Corish, the official change of command. We hosted the Chief of Staff National Guard Bands for his annual staff assistance visit during our February drill.

The Band was also asked to open the Roswell summer orchestra series and a concert appearance on the square in Roswell opening their popular summer concert series. The balance of UTA time was in rehearsal of four different musical groups within the band: our concert band, stage(jazz)band, dixieland band, and Sound Barrier, our pop rock group.

Spring and summer is shaping up to be one of the busiest in recent years with annual training being performed in Savannah from June 30th through July 4th. The band will appear at Tybee Island, also on the Riverfront, and numerous other Savannah venues. The 530th will appear at the Savannah Sand Gnats baseball game on June 24th and will participate in the Youth Challenge graduation in July.

Recruiting is ongoing with the addition of two new members this spring and probability of adding two more musicians by the end of summer. We always have room for musicians who wish to serve in the 530th representing your Georgia Air National Guard. You may contact the band through the State Headquarters during the week.

May Promotion Boards

Enlisted Promotion Board

Col Joe Morgan - President

CMsgt David Frazier -

HQ Representative

Officer Promotion Board

Capt Jay Peno - Recorder